

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

July 15 – 16, 2004

9:00 AM

## MINUTES

### **THURSDAY SESSION**

#### **EXECUTIVE SESSION: (8:00 – 9:00 AM)**

Appeals

Superior Court Cases

#### **MEETING CALLED TO ORDER**

#### **ROLL CALL**

**GREETINGS:** Patrick Woods, WSATC Secretary

**MINUTES:** April 15 – 16, 2004

#### **CERTIFICATES OF MERITORIOUS SERVICE:**

##### **Name**

##### **Organization**

Robert Mehler

Pierce County Meatcutters Apprenticeship Committee

#### **COMMENDATION AWARD:**

##### **Name**

##### **Organization**

Katy Shumaker

The Heathman Lodge

#### **CORRESPONDENCE:**

#### **REPORTS:**

##### **State Board for Community and Technical Colleges**

Pat Ward, State Board for Community and Technical Colleges, reported on a couple of items.

One, the Trade Review Committee in the last several weeks reviewed eight proposed RSI and approved seven of them. The one not approved, we wanted some tweaking done and sent it back as not recommended for approval. So on July 1st, the Trade Review Committee met and reviewed eight Related Supplemental Instruction plans.

I want to commend particularly Alice Curtis, from L&I's Apprenticeship Section, for the work that she has done working with us on revising the trade review process and forms. It seems to be working very well so far. And my thanks to Alice for making that happen.

One of the significant things that we did on the forms where it required signatures, like every other inch, was to create a master signature on the cover page that covers the whole RSI document.

The FTE allocation through the Community and Technical College system was increased for 2004-'05 from 450 FTE to 499 FTE. All of these FTE have been allocated to the system.

The increase was based on a commitment Earl Hale made, to the Apprenticeship Council and the apprenticeship community, that any increase that we saw in a supplemental budget would be reflected. Since we received a 10 percent increase, we increased the additional apprenticeship funding by 10 percent, resulting in the additional 49 FTEs.

We are continuing to work to find additional funding for next year. We've put some things in place where we will be tracking what's happening in apprenticeship so that we can present the legislature with more information on apprenticeship and why they should continue to increase the funding. We appreciate the time and effort that the folks from L&I spent working with us just to continue the effort to increase the apprenticeship funding. We will be seeking additional funding in the next biennium.

Tuition waivers. What a hot topic that's been and now it's finally a done deal. At the last Apprenticeship Council meeting, we told you that the WAC was going to be revised so that it would reflect up to 50 percent funding of apprenticeship in the community and technical colleges. That's changed. Now it is a mandatory 50 percent tuition waiver for apprentices at the community and technical colleges. The exception to that is the five technical colleges in the system which are under different rules. They're a little more flexible in what they can do on apprenticeship funding. But for all of the community colleges, effective fall quarter of 2004, it will be a mandatory 50 percent waiver.

One thing our Board told us to do is establish a baseline and to track working with our college folks and the apprenticeship community to see what impact that waiver change has. There's a lot of dissension on whether this is a good thing or a bad thing. I think everyone agrees that changing from an "up to" to a "mandated" 50 percent is good; but it's the percentage that we want to see. We will be tracking that with our system and working with your folks, hopefully, to see what happens with that. As part of that, we are doing what we call, with our system, waiver behavior. We are going to be monitoring very closely what their waiver behavior is. We've asked our colleges to tell us, when you get a request for an apprenticeship program and you don't have the money to say yes to them to provide the Related Supplemental Instruction, we need to know about it because we'll be tracking that so that we can go after more money.

Council member Link stated that the change was from 67 percent mandated "shall" waiver to the a 50 percent "shall." Originally in the WAC, it was "shall." It never has been "may."

Ms. Ward replied that the original was a mandate of two thirds. And then for a while there, it was looking like it was going to be "up to." And now it's "shall," like, the mandated 50 percent. Mr. Link was absolutely right. Okay.

### **Workforce Training and Education Coordinating Board**

Heather Fredericks, Workforce Training and Education Coordinating Board, reporting on behalf of Ellen O'Brien Saunders. She has asked me to read into the record a memo that she is responding to a question from Melinda Nichols in January.

"While I am unable to join you in person at the July Washington State Apprenticeship and Training Council meeting in Vancouver, I wanted to share the results of some research we did in response to Councilmember Melinda Nichols's question in January about Workforce Development Councils' support of apprenticeship, especially tuition support through WIA Individual Training Accounts.

"What we learned was a small number of WIA Individual Training Accounts have been used for apprenticeship preparation. The reason why the number is small and doesn't include registered apprentices is because apprentices are employed and the Workforce Development Councils are to target WIA formula dollars to unemployed, low-income youth and adults. Workforce Development Councils, including Seattle-King County, Snohomish County, Tacoma-Pierce County, and Tri-County, have approved WIA funds to support pre-apprenticeship in order to help WIA eligible youth and adults gain skills necessary to qualify for apprenticeships. Other WDCs have allocated WIA funds to enable WorkSource career counselors to encourage job seekers to consider a wide range of training and employment options, including apprenticeship.

"As you know, Governor Locke designated \$1 million in WIA statewide discretionary funds for apprenticeship demonstration projects. The Employment Security Department is negotiating - or, actually, as I understand, has finished negotiating - awards for six grants. I anticipate that these projects will increase the number of apprentices and support the development of new apprenticeship programs in nontraditional occupations. Along with ESD, I'll keep you posted.

"Workforce Board staff member Heather Fredericks convenes an informal 'Apprenticeship Network' made up of federal, state, and local partners. To date, this group supported the Tacoma-Pierce Health Care Career Services Partnerships skill panel as it established three health care apprenticeships; it provided outreach to Business Liaisons at WorkSource centers; and has explored how to coordinate marketing across the different state agencies that support apprenticeship.

"And in closing, research for the 2004 Workforce Training Results again shows strong annual earnings for individuals who complete apprenticeship programs."

"I attached charts from this report for your information.

"I look forward to joining you at a future Council meeting."

And I have this to give to you as well as copies from the Draft Workforce Training Results.

### **Employment Security Department**

Jess Wilson had a couple of things to report on from our agency.

One of them has a higher profile than we had anticipated. The WIA, Workforce Investment Act Statewide Apprenticeship Training - WIA SAT, we call it over at our agency; as a matter of fact, it went out on RFPs as WIA SAT as well; has finally went through the RFP process, the Review Committee, and negotiations. Finally we have a couple programs that are signed contracts.

One of the programs is actually up and running. We have six programs that the Review Committee recommended that will be receiving \$1,036,000, which includes, some employer match of over a half a million dollars. We're looking at over one and a half million dollars

for apprenticeship programs statewide for over 906 participants. Those are the minimum amount of numbers. It could be much larger than that. The dollars are funneled through the local areas, Workforce and Development areas. The areas that received dollars was the Northwest; they'll be doing something with Para educators. Snohomish will do something with health care, and King has a couple. One was a new in-construction trades, it's a pre-apprenticeship program, as well as a New and Emerging Apprenticeship Program with firefighters, health care, and in-construction truck drivers.

Pierce County's looking at a pre-apprenticeship carpentry and electrical trades, and the Tri-County area in the construction trades. Employment Security would like to thank the Multi-agency Review Committee for making every effort, at this point in time, to implement all their recommendations.

The Review Committee consisted of representatives of Washington State Labor and Industries, Washington State Labor Council, Workforce Training and Education Board, a representative from the Governor's office, State Board Community and Technical Colleges, and a business representative.

The other item on my list, an update regarding our Apprenticeship web site. It continues to receive a high request monthly. Right now we're looking at over 900 requests per month from job seekers, career folks that are continually looking at the apprenticeship industry so see if this is something they are a good fit for. These 900 average per month are folks that are actually submitting applications to get additional information from those apprenticeship programs. They're not applying for apprenticeship programs via our website. They're just applying to get additional information.

### **Apprenticeship Training, Employer, and Labor Services (ATELS)**

Anne Wetmore, reported on several things.

First, the item being passed out to you is a report that I'm doing on a yearly basis, for the Council and the apprenticeship community, to let you know what we're doing in ATELS for our federal programs.

As you know, ATELS is responsible for approving and developing and overseeing programs on federal installations and also a Native American and Multi-state Non-Building Trades Apprenticeship Programs. With that said, I have, right now, 11 active programs, 632 active apprentices. 18 percent of those are female. 19 percent are minorities. I have a couple of new programs that I've registered this year.

Chief Joseph Dam, there's actually three dams participating with that, US Army Corp of Engineers oversees that and the power trades. They have three occupations. Also, our Naval Undersea Warfare Center, we have the new occupation there, a new program with an information technology generalist, which is a brand-new apprenticeship program that just got approved by our national office along with another occupation that was just deemed apprenticeable by our national office that was developed here at Keyport for Information Assurance Specialist, which is cyber security, which is very important, of course, with the Navy and communications around the world with our defense system.

I have some other information about some of our main programs that are listed here that you can look at when you get a chance. One thing, though, at the very bottom, I wanted to just let you know what my priorities are. The very first one is to continue to work in partnership

with the Council and Labor and Industries, to promote and support apprenticeship core services with their core customers and expansion with partners to share federal initiatives and information from our national office and to focus on quality reviews and retention of programs and date of validity.

That's within my program and also in working with you as well. I'll be giving you another report next year about this time because you don't need to hear from me quarterly about it. If you have questions, I can always answer them.

I wanted to also mention you have two Healthcare Apprenticeship programs up for approval at this Council meeting. And they're both great programs. I just wanted to say that the Sun Health System Apprenticeship Program for Restorative Aide was just given an award by Senator Maria Cantwell. They gave her the "Snohomish County WDCs Celebrates Success" award celebration last month. They received a "Senator Maria Cantwell's Lifelong Learning Award" for the employer committed to lifelong learning with their employees. Part of the reason they got this award, was their work on this apprenticeship program that's up before you today. I want to thank Gaye Ishimaru from the Snohomish WDC. I don't know if she's here. She's really been supportive of apprenticeship. Danielle Jackson, from the CAEL Project, who's been working closely with Sun, and Todd Snider, I also wanted to recognize their work on this. It's really going to help people who come from an entry level to move up and to get their feeding assistant, to get their CNA so they can get their restorative care, which are each wage progressions and certifications.

They'll also, at the end of the year, have 15 credits for prerequisites for an LPN. It's a really great career ladder, for folks coming up, to eventually become an LPN and an RN. Also, I want to recognize Alice Curtis for her work with the CT or MRI. And, of course, Pam Doss, who got it started with health unit coordinator and the CT/MRI. A lot of cool things are happening in health care.

One other thing I need to report to you on is dispensing opticians. You've asked us to come before you once a year to report on the exemption of the two-apprentices-to-one-journeyman ratio. We want to ask to continue that exemption. We keep studying how it's affecting the industry. We work very closely with Department of Health. They changed their WACs to include a person can, through apprenticeship, through our Council, can sit for their licensing exam. But in that industry, they do allow a two-to-one ratio. And that's what we're seeing within that industry. There have been no safety accidents, no injuries. There haven't been any layoffs. So we feel like it's no adverse impact to having this two-to-one and would like to continue. There are about 22 apprentices in this program and so far we are having a very high completion rate. When they take the exam, they pass on the first time, which is a 90 percent pass rate, which is much higher than the other traditional career paths.

With that said, that's my report, except for I do want to thank Ron Johnson for his leadership and his mentorship to me for the last four years and for hiring me in this position. I really enjoyed working under him and thank him for all he has done. Also at this time, I would like to transition over to introducing our new Regional Director. We have a great person, Mike Longeuay, who was on the California Council, and has been working in the field of apprenticeship for many years. And I'd like to see if Mike would like to say a couple of words to the Council, if I may.

Councilmember Link inquired of Ms. Wetmore “how many of the federal apprentices have full tuition paid by the federal government?” Ms. Wetmore responded that she would have to check with Grand Coulee Dam, Chief Joseph and get back to the Council.

Michael Longeuay, the new Regional Director for Region 6, addressed the apprenticeship Council and community. What's taking place in the national office is what takes place in a lot of private industry. They're going through a downsizing consolidation. Region 6 was formerly made up by two regions: the Seattle Region, of which Ron Johnson has been the Regional Director; and the Sacramento Region, which has actually been vacant for about the last three years. They're both being consolidated into one new region, taking care of nine states.

I've been appointed as the new Regional Director. Before I go any further, I want to also thank Ron Johnson. He has been absolutely invaluable to me. This is my first employment in public service, not counting that little four-year term I had in Vietnam. But going from the private sector into public government has been quite a learning curve, and Ron has been a real mentor. I want to thank him for that.

My background has been in the construction industry. I went through a four-and-a-half-year apprenticeship program for sheet metal workers in Northern California, turned out, worked in the industry for a while as a journeyperson, came back as a part-time instructor. 1985, I went on board as a full-time training coordinator. 1995, we merged five of the local programs into one trust, became the administrator. So I've been an active coordinator/administrator for the last nineteen years. But public service is quite a bit new to me.

What I've passed out is a promotional tool from the Business Relations group out of the national office. It highlights some of the new and emerging industries. This is something that your L&I staff can use when they reach and go out to new employers to bring them into apprenticeship. On the right-hand side, I've downloaded a page with the part of the website where people can go on and actually reproduce these copies. There are limited copies available through Anne Wetmore. Anne is an absolute diamond. I feel very fortunate, in the nine states that I have, to have someone like Anne as the State Director. I'm not really here to give you a report. I'm here to introduce myself, meet as many people as I can. I've been here for the last couple of days, sat in on your subcommittee meetings, and I'll be here until Friday. With that, thank you.

### **Office of Superintendent of Public Instruction**

**No report.**

### **Higher Education Board**

Deborah Cline, Administrative Assistant with the Washington State Higher Education Coordinating Board, state approving agency for veterans education. I'm here this morning to give you a brief report on our activities as it relates to apprenticeship.

The SAA has primary responsibility for approval and monitoring of education and training programs for those eligible to receive veterans' education benefits. As the first point of contact, I work directly with a lot of the organizations that are here today, and facilities to provide assistance to encourage program approval of apprenticeship and on-the-job training programs. Our agency operates on a federal fiscal year. Currently we are in the beginning of our fourth quarter with the period ending in September 2004. To date, we have approved 125

training facilities who have SAA-approved apprenticeship OJT programs. Of those organizations, there were 247 veterans actively receiving veterans' benefits. The largest portion of those individuals were in law enforcement, followed by fire departments, then electrical plumbing, and then construction apprenticeships.

In addition, the SAA staff have completed 102 out of 106 scheduled site visits that are approved facilities to provide technical assistance to our training coordinators to meet and comply with our federal regulations for records review. The SAA has also currently developed new apprenticeship OJT brochures as an outreach effort to provide for our coordinators. Those should be available - not the Spokane meeting - but most likely the Tumwater meeting in January 2005.

I'm available today to talk to anybody who's interested in getting their program's approved benefits benefit. Our staff really appreciates the support that's given to us by the Councilmembers and thanks all our coordinators for their interest and support of veterans training. Thank you.

### **Labor and Industries Affirmative Action Advisory Committee**

Pam Doss, L&I Apprenticeship Coordinator, spoke on behalf of Peter Guzman, Chair of the Labor and Industries Affirmative Action Advisory Committee. He could not make it today because of other duties in Tacoma, Washington this morning.

The Labor and Industries Advisory Committee meeting was held July 14th, 2004, at the Heathman Lodge in Vancouver, Washington. A presentation on Emerging Apprenticeship Programs was given by Linda Nguyen, Tacoma-Pierce County Employment Training Consortium. Ms. Nguyen spoke about the Health Care Skills Panels Partnership, comprised of health care providers, the Workforce Development Council, community and technical colleges, and labor. She spoke about her success of the registered apprenticeship programs in the health care industry, like health unit coordinator, computed tomography, magnetic resonance imaging technician, and how these apprenticeships fill a skill shortage in the health care industry. Ms. Nguyen also spoke about the youth programs and the Construction Skills Panels Partnership comprised of management, labor, and the Workforce Development Council. Information was given about the Get Electrified Program. This program is a residential electrical pre-apprenticeship program for high school students in their junior year. In this program, five students currently completed their pre-apprenticeship training on or about their graduation date. They are currently registered apprentices in a registered apprenticeship program, working for training agents.

She gave additional information about the Youth Building Tacoma Program. This program is funded by the City of Tacoma. The program assists 18-to-24-year-old city youths, helps them access training that will lead to careers in apprenticeship and emerging technologies. It has 100 percent rate of meeting its outcomes of training and placing youth in employment. Ms. Nguyen stressed the importance of partnerships as a means of leveraging resources that are directed to solving training needs.

Also, there was an announcement by Terry Gobin, TERO manager. She spoke about the upcoming Tulalip Youth Career Fair to be held on July 22<sup>nd</sup> 2004, at the Tulalip Tribe Center. All building union contractors training facilities are invited to participate. Information was disseminated with contact information and information about the fair.

## **Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade**

Nancy Mason, Apprenticeship Program Manager reported.

As was reported a year ago when the ARTS system rolled out, there were lots of fun things to find out about it. When you take a 1987 COBOL system and roll it into a 2003 generation computer system, there's going to be some problems. There were problems, about the data transfer. We found another wrinkle this last quarter in the transferring of apprentices.

Two things for your information; the transferring of apprentices currently, because we now only give an individual one apprenticeship number for their entire life, will be to any program, any occupation. Prior to this new system, we would transfer people only within the same occupation. There was no way to denote who the first apprenticeship program was. What we found was an apprenticeship program that had transferred someone from another program that had no history.

We're still finding some little glitches. The old transfer folks, if they're still in your programs, who were transferred from the same occupation, may show that they were registered in your program all along. Even though that's not the case, the old system could not record that. So, if you find a glitch with a transferred apprentice prior to a year ago, let us know. We have the capacity now to record where that person started and where they are in that occupation. That's another glitch that's come up, and they'll probably continue to.

We're still sending out - but not as many - our part of the security situation of an announcement to both an apprentice and the program if they show becoming canceled. That was part of our arrangement with the Department of Information Services, with this data transfer concern, that we notify both the apprentice and the program. I've gone over that a couple of quarters ago. That's a process that we've committed to do and to make sure that the data gets corrected and is complete.

## **General Administration, State of Washington**

Nancy Mason distributed the handout submitted by John Lynch. Council's getting the pink ones and there are white ones out on the information table.

## **Oregon State Apprenticeship and Training Council**

Ken Fry, Trades Employee Representative on the Oregon State Apprenticeship and Training Council and serve as Director of the NECA-IBEW Electrical Training Center in Portland. We had the privilege of hosting the Apprenticeship staff of both Oregon and Washington on Tuesday of this week for training. I would like to extend the invitation again, whenever you're meeting in Vancouver, that our facility is available for your use.

## **Washington State Coordinators' Association**

William McCartan, I'm here to give a report on the quarterly Washington State Coordinators' Association meeting held yesterday here at the Heathman.

Nancy Mason, L&I Apprenticeship Program Manager, introduced the new Regional Director for ATELS, which we've met today, Mike Longeuay. She also reported on information provided by programs to help create the story of apprenticeship. Nancy sends her thanks and encourages more reports to be sent to Michael Thurman to continue that. She gave us

statistic numbers of apprentices and programs and also promoting usage of the website for apprenticeship business.

Anne Wetmore spoke on ATELS and gave an overview of the program she oversees, gave out handouts and spoke on retention and new programs.

Melinda Nichols gave a great acknowledgment for Anne and Ron for all their great help and support over the last few years.

Pete Nicacio gave a report from the Eastern Washington Coordinators' Association meeting held last Friday. He spoke on growth in Spokane and other Eastern Washington areas, which is encouraging. He discussed the Washington State Apprenticeship Training Council Compliance Review and Retention Subcommittee draft letter of rules and responsibilities. He suggested the language of "retention goals" versus "retention compliance." He also mentioned the request to make sure transferred apprentices, probationary apprentice drops or quits are not held against retention numbers. That's an ongoing issue. Spokane School District has also signed an Apprenticeship Utilization Project Agreement. Spokane Community College is offering training sessions in the Building a Dream Program.

Spencer Schwegler gave a report on Western Washington Coordinators Association meeting held also last Friday. A new Chair was selected. Larry Walters, from the Laborers Apprenticeship, will now be Chair of the Western Washington Coordinators Association. A new Recording Secretary was selected, Randy Johnson, from the Brickmasons Apprenticeship. They also discussed the Spokane School District's Apprenticeship Utilization letter that was sent to the WSATC. They discussed participation in high school career fairs. They agreed to, hopefully, set up a better communication amongst the crafts here on the west side so that we can all be aware of the opportunities in our affirmative action efforts in the high school area. The Laborers are hosting a Summer Academy July 23<sup>rd</sup> and 30<sup>th</sup> in Kingston. There was encouragement to coordinate and to participate in those functions and talk to the students that are signed up for that program. The Western Washington Committee also discussed the Retention Subcommittee report and of the same concerns of the probationary period, transferred apprentices, and injured apprentices not affecting the figures in our retention. Also discussed was the time it takes to get apprentices state indenture numbers from Department of L&I. Some of the programs reported up to six months. This was discussed yesterday. There were mentions from the audience yesterday to make sure we discuss with our area coordinators our concerns and, if not, then go to whatever appropriate supervisor is necessary to get those back in a timely fashion.

Mark Maher talked about a new Safety and Training Center that South Seattle Community College Duwamish is working on and the progress on that future with grants. We had three guest speakers in the Western Washington meeting. Bill Desmart. I can't read the second one. Mill and support jobs are Redi-Arc Rentals.

After that, Pat Ward gave a meeting on the State Board of Community and Technical Colleges. She gave a summarized intro to her later scheduled meeting of yesterday. As she mentioned earlier, funding has been allocated for 2004-2005 increased from 450 to 499 apprentice growth FTEs and also that the tuition waiver is set at 50 percent, not up to 50 percent.

There were four guest speakers in yesterday's meeting. The first one was Major Whitney Mason from Marine for Life Mentoring. It's a program to connect Marines to resources in

communities. She was mainly there looking for contacts and people to add to the web site. It was actually a very good presentation.

It was followed up by Terry Powers and Helmets to Hard Hats, a very similar program, not just for marines but for all military personnel, with avenues to them to possibly go into apprenticeship after their military careers.

We had a special guest speaker by the name of Bridget Waldo, a Laborers apprentice. She had completed a transitional options program for women, came out of Purdy, is a good success story of her past and where she's been accepted into the Northwest Laborers apprenticeship program. So that's a successful story of a program doing well.

Heather Fredericks, who has already spoke this morning, gave a presentation on the Workforce Training and Education Board. She spoke on a skills panel and the progress they've been making in their department. The meeting concluded about 2:15.

### **New and Emerging Apprenticeship Consortium**

**No report.**

### **Secretary, Washington State Apprenticeship and Training Council**

Patrick Woods shared a few highlights.

One, you may or may not be receiving the quarterly newsletter from the Specialty Compliance Division within the Department of Labor and Industries. If you are not receiving that, we'd love to hear from you and put you on the mailing list. In addition, there is the Apprenticeship Quarterly Update that has come out and has been revamped by Nancy and her staff, which contains a lot of the apprenticeship stories and related some of them to the graduation events that have occurred in the last few months. They're really tremendous outlines of what apprenticeship is able to accomplish. There's also some interesting information about the Boeing Apprenticeship having it's 1,000<sup>th</sup> apprentice and the fact that apprenticeship was established in 1941. A lot of people don't realize how long apprenticeship has been in the state of Washington. In addition, there's some other new developments that really relate to this newsletter. It's hard to keep everybody informed as to all the things that are occurring.

You've heard from Ron Johnson this morning mentioned that Washington is at the forefront of the national Apprenticeship arena. Some of that is because of the work that's being done by you. And I'd like to make sure this forum, this newsletter, is a way for you to be able to understand what's happening. Some of those things that were mentioned is the Hat and Boots facility. That's the Center of Excellence at the South Seattle Community College. That continues to progress and to expand their vision of what that's going to entail. We got the land transfer. It was approximately a \$5.6 million land transfer to the South Seattle Community College. That in itself is an accomplishment. But the fact that they're building on that to look at expanding it to a whole array of new types of ventures is also very exciting.

Related to that, we had the Chicago Community College delegation come out last week. Nancy and I met with them. They too reiterated the reason why they came to Washington from the Chicago Community College system is because they're hearing of the things that you are doing to make apprenticeship a pervasive training tool and the training program of choice.

Also, I wanted to let you know, on the data from the Workforce Board, a key element of that data is the breakdown between completers and non-completers. Completers in apprenticeship - they earn approximately \$28 an hour, non-completers about \$20 an hour. Still, it's a big disparity. We at the Department are going to continue to work with the Council to try and make sure that our goals relate to your Subcommittee on Completion. That's something that we will be actively involved in.

Finally, I would like to welcome Michael to the apprenticeship arena. It's great to have you on board. And even though it's a long commute from California, we would love to have you attend these meetings.

Ron Johnson, we're going to miss you. You have been a great friend, an ally, an advocate for apprenticeship. And in the terms of one of my old chairmen of the Senate, you're an all-time great. So thank you for all that you've done.

### **WSATC Compliance Review and Retention Subcommittee**

Reginald Kaiser reported. The Subcommittee met at 9:00 o'clock at the Heathman Lodge in Vancouver, Washington. Subcommittee members present were Reg Kaiser, Rick Schrader, and Anne Wetmore.

#### **Under Old Business Affirmative Action Reviews:**

**Item 1.** Eastern Washington and Northern Idaho Painters and Allied Trades Apprenticeship Committee. After discussion in regards to the action, the Committee has taken, or will take, it was motion, second, and carried to find the program in compliance by numbers for minorities and by good-faith effort for women for the year 2003. The program is scheduled for year 2004 compliance review.

**Item 2.** Western Washington Stationary Engineers Apprenticeship Committee. After examination of additional submitted documentation and a review of the actions taken by the new training director, James Burnson, it was motion, second, and carried that the program be found in compliance by numbers for minorities and by good-faith effort for women for year 2003. The Compliance Review and Retention Subcommittee commends Mr. Burnson for his leadership, dedication, and hard work. We believe that his actions will result in very positive results in the future.

**Item 3.** Discussions of comments on "roles and responsibilities" of the Compliance Review and Retention Subcommittee. The Subcommittee accepted additional comments on the proposed new rule in regards to retention of apprentices. All of these comments, along with those submitted earlier, will receive full consideration from the Subcommittee prior to finalizing the new rule. The Subcommittee will pay particular attention to the concerns expressed in regards to "probationary apprentices." We thank all parties for their thoughtful and insightful submissions.

Nancy Mason reviewed items No. 3 and 4 submissions of the comment package on retention. She also presented two handouts from Oregon Tradeswomen, Incorporated, regarding retention of apprentices. I think that's going to be very useful, Nancy.

#### **New Business:**

**Item 4.** Signal Electric - Response to findings in Case No. 03-19. There was considerable discussion relative to the documentation provided by the program in regards to the graduation rates of apprentices. There appeared to be some difference between

company and L&I records. The Subcommittee requested that the Department do additional research and have Signal Electric program return to the October Compliance Review and Retention Subcommittee meeting in Spokane.

**Item 5.** Nancy Mason defined geographical area of coverage in regards to EEO utilization goals for programs which do not cover entire counties such as plant programs, which are limited to one or more addresses, shall now be calculated as a 10-mile radius from the address.

### **WSATC Tribal Liaison Subcommittee**

Reginald Kaiser reported. The Tribal Relations Subcommittee met with the Lummi Tribes Apprenticeship Committee on April 22<sup>nd</sup> 2004, at the Northwest Indian College on the Lummi Reservation near Bellingham, Washington. There were 5 Tribal Relations Subcommittee members present: Anne Wetmore, Melinda Nichols, Chuck Danner, Marvin Jenkins, and Reg Kaiser. There were 22 total individuals present for the meeting, including tribal members and individuals from the Unions and apprenticeship community.

The purpose of the meeting was twofold. One was to explain the process for establishing a State or Federal Apprenticeship Program; and, secondly, to answer any questions the Tribe may have in regards to the application process or other concerns. The Northwest Indian College President, Ms. Cheryl Crazy Bull, welcomed the group and thanked them for coming. She said the Tribe had been working a long time toward establishing an apprenticeship program and she looked forward to the group producing positive results for the Lummis.

Larry Priest, the Lummi Tribe TERO Officer, served as facilitator and gave the group a very dynamic presentation on the cultural history of the Lummi Nation. It was quite revealing as to how the Indian belief and value system differed in so many ways from that of the American value and belief system. After Mr. Priest's presentation, handout material was provided.

Alice Curtis, Todd Snider, Melinda Nichols, and Reg Kaiser described the State apprenticeship program, the application process, and various options available to the tribe. A question-and-answer period followed the presentations, and there was very strong input from Chuck Danner, Marv Jenkins, Bill McKenna, George Montero, and Rick Poitras in support of establishing a program.

After a very delicious lunch that was provided by FLINTCO, Anne Wetmore, the Washington State Director for ATELS, distributed handout material and then made a presentation on the Federal apprenticeship program, describing the system, how it works, and the application process. She then responded to questions from the tribe.

The Tribal Relations Subcommittee thanks the Lummi Tribe for inviting us to make the presentation and for their very warm hospitality.

In summary, we think the meeting was very worthwhile. We had very strong participation from the tribe. We are now awaiting word from the tribe as to whether they want to proceed with establishing an apprenticeship program. I talked to Kathy Pierre and she said that they were meeting with the General Manager and hopefully word will be forthcoming toward the end of the month or early next month. I forgot to mention that the Tribal Relations Subcommittee has received an invitation from the Colville tribe to make a presentation to

them on July the 28<sup>th</sup> at Coulee, Washington. And for those of you in the audience there, if you will let me know of your availability at the break, I'd appreciate it.

#### **WSATC Policy Subcommittee**

Susan Crane reported that there was no report, however, they will be meeting this month.

#### **WSATC Annual Report Subcommittee**

No report.

#### **WSATC Reciprocity Subcommittee**

Reginald Kaiser reported that there was no report at this time, however, Pete Crow announced that the Reciprocity Subcommittee will be meeting today at 4:00 o'clock. Reginald will give a report at the October Council meeting.

#### **WSATC Special Subcommittee**

No report.

#### **WSATC Strategic Planning Subcommittee**

Susan Crane reported that there was no report, however, they will be meeting through the month of July.

#### **WSATC Tie-Breaker Subcommittee**

No report.

#### **WSATC WAC/RCW Committee**

Susan Crane reported that the Council received, in the month of June, a request from the Spokane School District to take a look at developing a limited training agents policy for public works projects that have an apprenticeship utilization requirement. In Tab 2 of your binders, Councilmembers, you'll find a rule Proposal CR-101 and draft policy on the use of the limited training agents on public works projects, the rule making which would accept the use of limited training agents on public works projects where there's an apprenticeship utilization requirement.

The Subcommittee also developed a policy and form that are before you today for approval. The policy will have the apprenticeship program sponsors to have the option to send registered apprentices to limited training agents; the limited training agent agreement must specify the program sponsored, must be sure that all program requirements are being followed; the apprenticeship utilization requirements must be in public works contracts; the agreement is for specific trades or occupations; and the rule proposal and policy are before the Council for the Council's approval. There's a schedule also in Tab 2, where you find the other details on this.

The Subcommittee has discussed this is something that we'd like to do as a "pilot" for two years. That will also come under discussion later. We would also want the Department to monitor and to make a report back to the Council on how this would work.

## **WSATC “Final Order” Status Report**

Nancy Mason passed out the report to the Councilmembers. They can review it and ask any questions that they might have. This is a log of the last two years of final orders and their current status, as requested by David Johnson a couple of quarters ago.

## **WSATC Members**

No report

## **UNFINISHED BUSINESS:**

### **1. Discussion/Approval of April 2004 WSATC Compliance Review & Retention Sub-Committee Report**

*April 2004 WSATC CRR report was included in the motion approving the April 2004 minutes.*

*Policy for CRR Subcommittee to be adopted in October 2004.*

## **NEW BUSINESS:**

### **2. POLICY RULE: Apprenticeship utilization for public works projects**

*Al Link recused himself from this motion.*

*M/S/C to accept the following motion Susan Crane read into the record:*

*“I move that the Council direct the Department to move forward with the rule making process, including an emergency rule, if it meets the criteria, to adopt a rule change approving limited training agents agreements for apprenticeship utilization on public works projects for a pilot program period of two years. The Department is directed to conduct a study and provide back to the Council the effect of the rule once the rule is adopted. The report should contain vital information, including the number of apprenticeship hours generated, any adverse impact on apprenticeship programs and apprentices, any compliance problems, any health and safety problems, or other considerations requested by the Council at a later date. The report will aid the Council in its decision to extend the rule, cancel the rule, or make the rule permanent.”*

Proposed Committees:

### **3. KITTITAS COUNTY PUD NO. 1**

Journeyman Lineman (DOT 821.261-014) 6,000 hours

*M/S/C to recommend approval with the correction of the occupation title to “Lineman”*

### **4. NESPELEM VALLEY ELECTRIC COOPERATIVE APPRENTICESHIP COMMITTEE**

Lineman (DOT 821.261-014) 6,000 hours

*M/S/C to recommend approval. Would like to see that Native Americans from the area are recruited into the program.*

New Standards:

**5. PROVIDENCE/ST. PETER HOSPITAL APPRENTICESHIP PROGRAM**

Computed Tomography (CT) (DOT 078.362-054) 2,000 hours

*M/S/C to recommend approval with the removal of the language, in the minimum quals, that states, "Must be able to read, speak, and write in English; Basic Computer Skills: basic operation and knowledge of computer and computer software."*

**6. SUNBRIDGE HEALTHCARE CORPORATION**

Restorative Aide (DOT 355.674-014) 2,000 hours

*M/S/C to recommend approval*

**7. TIDLAND MACHINIST APPRENTICESHIP PROGRAM**

Machinist (DOT 600.280-022) 8,000 hours

*M/S/C to recommend approval with the switching of MACH 222 and MACH 223 in the RSI*

Revised Standards:

**8. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE, THE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

Section VIII: Work Processes

*M/S/C to refer the proposed revisions back to the sponsor and direct the sponsor to work with their apprenticeship coordinator*

Under Good and Welfare it was M/S/C to reconsider Agenda Item No. 8, Boeing Joint Apprenticeship Committee revised standards.

**It was M/S/C to approve the request from the Boeing/IAM Joint Apprenticeship Committee for item III.A.3 and item III.A.2. The one is the stated method of announcement. And the other is the eligibility pool. The rest of these requested revisions will be forwarded back to sponsor to be taken care of at the October meeting.**

**9. C-TRAN/MACHINIST LOCAL #1374 APPRENTICESHIP COMMITTEE**

**ADD** two new occupations:

**Body Repairer, Bus DOT 807.381-010 8,000 Hours**

**Facilities Maintenance Mechanic DOT 899.381-010 8,000 Hours**

Section II: Minimum Qualifications

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval*

**10. CENTRALIA FIRE DEPARTMENT APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

Section V: Initial Probationary Period

Section VII: Apprentice Wages  
Update standards into new WSATC format

*M/S/C to recommend approval*

**11. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON  
(Construction Electrician)**

Section I: Geographic Area Covered

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

*M/S/C that CITC's request for geographical expansion for their electrical program be referred back to the sponsor because the sponsor has not demonstrated the need exists for more apprentices in the proposed expansion area, where there are already two electrical programs and a relatively high rate of unemployment in the electrical trade.*

*M/S/C to recommend approval to sections III and X*

*M/S/C to recommend that the issue of geographical expansion be referred to the WAC and Rules Subcommittee and that the Committee develop an emergencies rule that will establish the policies and procedures for geographical expansion of any program. The Committee will work with the Department in writing those rules and developing any necessary forms.*

**12. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON  
(Plumber)**

Section I: Geographic Area Covered (**verbiage only**)

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval*

**13. COWLITZ ASSOCIATION FOR EDUCATION FOR YOUNG CHILDREN  
APPRENTICESHIP COMMITTEE**

Name change to "**LOWER COLUMBIA EARLY EDUCATION APPRENTICESHIP  
COMMITTEE**"

Section II: Minimum Qualifications

Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval*

**14. EVCO SOUND & ELECTRONICS, INC.**

Section I: Geographic Area Covered

Section XI: Committee – Responsibilities and Composition

*M/S/C to refer back to sponsor and invite Kevin Bauer to the October meeting, in Spokane, to answer why no one has completed their program, address wage progression, and other concerns.*

**15. HAIR WE ARE LLC**

Section I: Geographic Area Covered (**verbiage only**)

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

B. Equal Employment Opportunity Plan  
Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval*

**16. IEC OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures  
Section VI: Ratio of Apprentices to Journey Level Workers  
Section VIII: Work Processes  
Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval*

**17. INTALCO ALUMINUM CORPORATION JOINT APPRENTICESHIP TRAINING COMMITTEE**

Section II: Minimum Qualifications

*M/S/C to recommend approval*

**18. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures  
Section V: Initial Probationary Period  
Section VI: Ratio of Apprentices to Journey Level Workers  
Section VII: Apprentice Wages and Wage Progression  
Section X: Administrative/Disciplinary Procedures  
Section XI: Committee – Responsibilities and Composition

*M/S/C to recommend approval*

**19. OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

Cover language

Section II: Minimum Qualifications  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures  
B. Equal Employment Opportunity Plan  
Section IV: Term of Apprenticeship  
Section V: Initial Probationary Period  
Section VI: Ratio of Apprentices to Journey Level Workers  
Section VII: Apprentice Wages and Wage Progression  
Section VIII: Work Processes  
Section IX: Related/Supplemental Instruction  
Section XI: Committee – Responsibilities and Composition  
Update standards into new WSATC format

*M/S/C to recommend approval, with update into the WSATC standards format.*

**20. PUBLIC UTILITY DISTRICT NO. 1 OF BENTON COUNTY, IBEW #77 APPRENTICESHIP COMMITTEE**

Section VIII: Work Processes  
Section IX: Related/Supplemental Instruction

*M/S/C to recommend approval*

**21. SEATTLE AND VICINITY SPRINKLER FITTERS APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

Section VI: Ratio of Apprentices to Journey Level Workers

*M/S/C to recommend approval*

**22. SEATTLE/TACOMA MILLMEN AND CABINET MAKERS APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

Section VIII: Work Processes

*M/S/C to recommend approval with the clarification of:*

*Section II. Education: High School or GED is the criteria for 'sufficient schooling'*

**23. SOUTHEASTERN WASHINGTON/NORTHEASTERN OREGON SHEET METAL WORKERS APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XIII: Training Director/Coordinator

*M/S/C to recommend approval with the inclusion of the drafting equipment in the tool list as submitted and with the correction of agenda to reflect Section XIII in stead of VIII as the "Request fro Revision"*

**24. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

**ADD** under Skilled Occupational Objective(s):

<b>Bridge Carpenter</b>	<b>DOT 860.381-030</b>	<b>5200-8000 Hours</b>
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<b>Carpenter, Piledriver</b>	<b>DOT 869.664-014</b>	<b>5200-8000 Hours</b>
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<b>Dock and Wharf Builder</b>	<b>DOT 860.381-042</b>	<b>5200-8000 Hours</b>
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Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval*

**25. TACOMA MACHINISTS APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

*M/S/C to recommend approval*

**26. WEST SOUND PIPE TRADES APPRENTICESHIP COMMITTEE**

Rename occupation throughout the standards from:

HOUSING PLUMBER TO "RESIDENTIAL PLUMBER" (same DOT # and term)

REFRIGERATION FITTER TO "REFRIGERATION MECHANIC" (same DOT # & term)

**ADD following occupations:**

MAINTENANCE PLUMBERS/STEAMFITTER DOT # 862.281-022 TERM: 8,000 HRS.  
MARINE PIPEFITTER DOT # 862.261-010 TERM: 6,000 HRS.

- Section II: Minimum Qualifications  
Section IV: Term of Apprenticeship  
Section V: Initial Probationary Period  
Section VI: Ratio of Apprentices to Journey Level Workers  
Section VII: Apprentice Wages and Wage Progression  
Section VIII: Work Processes  
Section IX: Related/Supplemental Instruction  
Section X: Administrative/Disciplinary Procedures  
Section XI: Committee – Responsibilities and Composition

*M/S/C to recommend approval with the clarification of:*

*Section II. Testing; the math test is not a qualifier*

*Section VII. Journey Level Wage Rate Form supplied*

*Section X.A.9 (on the request) This will be equitably applied by Industry Standards*

## **27. WESTERN STATES ENGINEERS TRAINING INSTITUTE**

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures  
Section VII: Apprentice Wages and Wage Progression  
Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval with agreement to*

*Section VII.3. Clarify the language on wage increased on the rest for revision by numbering the first two paragraphs of this section in the standards in order to add #3*

*Section VIII. Delete intro paragraph, it is a duplicate of **WSATC** boilerplate language*

## **28. WESTERN WASHINGTON MASONRY TRADES APPRENTICESHIP COMMITTEE**

- Section II: Minimum Qualifications  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures  
B. Equal Employment Opportunity Plan  
Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval with the following:*

*Regarding the clarification request, we agree to conform to waiving the minimum requirements for the Exceptions listed in Section III.A.2&3 Direct Entry.*

*Add:*

- *Minimum age 17*
- *Must have high school diploma or GED*
- *Must complete pre-apprenticeship class*
- *Must pass drug test*
- *Must have valid driver's license & social security or other proof of I-9 status*

- *Must submit documented proof of all of the above and fill out apprenticeship application*

**29. WEYERHAEUSER COMPANY APPRENTICESHIP COMMITTEE**

Section X: Administrative/Disciplinary Procedures

*M/S/C to recommend approval*

Cancellation Of New Apprenticeship Committees:

***NONE***

Cancellation Of Apprenticeship Standards:

**30. KING COUNTY METRO/AMALGAMATED TRANSIT UNION, LOCAL 587 APPRENTICESHIP COMMITTEE (Department request)**

*M/S/C to hold this issue in abeyance until the January 2005 WSATC meeting*

**31. MID-COLUMBIA AREA OUTSIDE ELECTRICAL JATC (Sponsor request)**

**32. SIMPSON TIMBER COMPANY IAM WOODWORKERS LODGE 536 APPRENTICESHIP COMMITTEE (Sponsor request)**

**33. WESTERN OREGON AND SOUTHWEST WASHINGTON INDUSTRIAL PAINTERS APPRENTICESHIP COMMITTEE (Sponsor request)**

*M/S/C to cancel items 31-33*

**ADMINISTRATIVELY APPROVED REVISIONS:**

**34. AVISTA**

Section XI: Committee – Responsibilities and Composition

**35. BOISE CASCADE INDUSTRIAL PLANT PROGRAM**

Name change to: ***BOISE PAPER SOLUTIONS INDUSTRIAL PLANT PROGRAM***

Section XI: Committee – Responsibilities and Composition

**36. C-TRAN/MACHINIST LOCAL #1374 APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**37. CENTRALIA FIRE DEPARTMENT APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**38. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**39. CITY OF ELLENSBURG (gas)**

Section XI: Committee – Responsibilities and Composition

**40. CITY OF SEATTLE, WASHINGTON APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

Section XII: Sub-Committee

Section XIII: Training Director/Coordinator

**41. CITY OF TACOMA – LIGHT DIVISION APPRENTICESHIP COMMITTEE**

Update of standards into new WSATC format

**42. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON  
(Sheet Metal)**

Section XI: Committee – Responsibilities and Composition

**43. COWLITZ AND WAHKIAKUM COUNTIES ELECTRICAL WORKERS  
APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**44. COWLITZ ASSOCIATION FOR EDUCATION OF YOUNG CHILDREN  
APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**45. DIVISION OF CAPITOL FACILITIES APPRENTICESHIP COMMITTEE**

Update of standards into new WSATC format

**46. EASTERN WASHINGTON – NORTHERN IDAHO CARPENTERS  
APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

M/S/C to approve items 34-46.

**47. EVCO SOUND & ELECTRONICS INC.**

Section XI: Committee – Responsibilities and Composition (**pending clarification of  
employee committee members**)

**M/S/C to be moved to October 2004**

**48. FRANKLIN P.U.D. – LOCAL 77 IBEW APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**49. INLAND EMPIRE ROOFERS AND EMPLOYERS APPRENTICESHIP  
COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**50. INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL #280  
APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**51. J.R. SIMPLOT CO. QUINCY – INDUSTRIAL MAINTENANCE MECHANIC**

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

**52. KENNEWICK FIRE DEPARTMENT FIRE FIGHTER APPRENTICESHIP  
COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**53. KING COUNTY CARPENTERS APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**54. LU 112-NECA ELECTRICAL APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

**55. NORTH PUGET SOUND CARPENTERS JATC**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

**56. NORTHWEST LABORERS APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator

**57. OKANOGAN COUNTY ELECTRIC**

Name change to: **“OKANOGAN COUNTY ELECTRIC (Lineman)”**  
Section IX: Related/Supplemental Instruction  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator

**58. OLYMPIA FIREFIGHTERS APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**59. ORCAS POWER & LIGHT COOPERATIVE**

Section XI: Committee – Responsibilities and Composition

**60. PENINSULA LIGHT COMPANY APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**61. PORT OF TACOMA APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**62. SEATTLE AREA PLUMBERS, HOUSING PLUMBERS, PIPEFITTERS, REFRIGERATION, AND MARINE PIPEFITTERS APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**63. SEATTLE/TACOMA MILLMEN AND CABINET MAKERS APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator

**64. SNOHOMISH COUNTY P.U.D. #1 APPRENTICESHIP COMMITTEE**

Update of standards into new WSATC format

**65. SPOKANE HOME BUILDERS ASSOCIATION, INC. APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

**66. TRANSTECH ELECTRIC, INC. APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**67. WASHINGTON STATE DEPARTMENT OF CORRECTIONS**

Section XI: Committee – Responsibilities and Composition

**68. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

**69. WESTERN WASHINGTON MASONRY TRADES APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**70. WESTERN WASHINGTON MILLWRIGHTS**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

**71. WESTERN WASHINGTON OPERATING ENGINEERS FACILITIES CUSTODIAL SERVICES APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

**72. WESTERN WASHINGTON PAINTING, DECORATING AND DRYWALL APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**73. WESTERN WASHINGTON PILEDRIVERS, BRIDGE, DOCK & WHARF BUILDERS APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

M/S/C to approve items 48-73.

**Reciprocal Standards:**

**74. RECOGNITION OF OREGON APPROVED STANDARDS PER RECIPROCAL AGREEMENT (current Washington State approved standards for Oregon based programs will be cancelled upon recognition of Oregon approved standards):**

Washington Equivalent	PGM	Occupation	DOT	Term	RSI	Oregon Equivalent	MA
<b>A.</b> AREA I Inside Electrical	566	Electrician	824.261-010	8000	144	AREA I Inside Electrical	1046
<b>B.</b> Limited Energy	583	Limited Energy Technician	822.361-018	8000	180	Limited Energy Technicians	1053
<b>C.</b> AGC, IUOE #701 Engineers	067	Construction Equipment Operator	859.683-010	8000	144	OR SW WA IUOE L #701 & AGC	1041
<b>D.</b> SW WA AGC Carpenter	561	Carpenter	860.381-022	8000	144	PDX Metro-Salem & VCTY Carpenters	1074
<b>E.</b> OR & SW WA Drywall Finishers	239	Drywall Finisher - Taper	842.664-010	6000	144	OR & SW WA Drywall Finishers	1016
<b>F.</b> Western OR & SW WA Painters	241	Painter, Traffic Control	840.381-010	7000	144	Western OR SW WA Painters	1024
<b>G.</b> Mid-Columbia Area Outside Electrical	1001	Outside Electrician (Line Maintainer)	821.261-014	6500	144	Mid-Columbia Area Outside Electrical ?	6019
<b>H.</b> Advertising Display Signmaker/Erector	1498	Sign Maker/Erector	869.381-026	8000	144	Ad Display Signmaker/Erector	1062
<b>I.</b> OR & SW WA Cement Masons	256	Cement Mason	844.364-010	6000	144	OR & SW WA Cement Masons	1015

<b>J.</b> Pacific NW Ironworkers Local #29	149	Ironworker	801.684-026	6400	200	Pacific NW Ironworkers & Employers	1013
<b>K.</b> SW WA Roofers	258	Roofer	866.381-010	4000	144	Greater Portland Roofers	1050
<b>L.</b> OR & SW WA Floor Covering	408	Carpet, Linoleum and Soft Tile Layer	864.481-010	7000	144	OR & SW-WA Floor Covering	1020
<b>M.</b> OR & SW WA Glaziers, Architectural Metal and Glassworkers	186	Glazier, Commercial	865.381-010	8000	144	OR & SW WA Glaziers, Architectural Metal & Glass	1017
<b>N.</b> OR & SW WA Carpenters Rgn 9 (Vanc)	135	Carpenter	860.381-022	8000	144	OR & SW WA Carpenters	1057
<b>O.</b> OR & SW WA Carpenters Rgn 10 (LV)	109	Carpenter	860.381-022	8000	144	OR & SW WA Carpenters	1057
<b>P.</b> OR & SW WA Carpenters Rgn 9 (Vanc)	135	Exterior-Interior Specialist	842.361-030	8000	144	OR & SW WA Carpenters	1057
<b>Q.</b> OR & SW WA Carpenters Rgn 10 (LV)	109	Exterior-Interior Specialist	842.361-030	8000	144	OR & SW WA Carpenters	1057
<b>R.</b> OR & SW WA Carpenters Rgn 9 (Vanc)	135	Millwright	638.281-018	8000	144	OR & SW WA Carpenters	1057
<b>S.</b> OR & SW WA Carpenters Rgn 10 (LV)	109	Millwright	638.281-018	8000	144	OR & SW WA Carpenters	1057
<b>T.</b> OR & SW WA Piledrivers	1276	Piledriver, Bridge, Dock & Wharf Builder	859.682-018	8000	144	OR & SW WA Carpenters	1057

M/S/C to approve.

## ADJOURNMENT – THURSDAY MORNING SESSION

### GOOD AND WELFARE

A decision as to where the October 2005 WSATC meeting will be held needed to be made. It was M/S/C to have the October 2005 WSATC meeting in Spokane.

Councilmember Al Link, under Good and Welfare, would like to invite, on behalf of the Spokane Regional Labor Council, on October 21<sup>st</sup>, which is a Thursday evening, to a rally at the fairgrounds that we will be having. Every politician in the state is invited. Most of them will show up. At least the labor-endorsed candidates usually do, but some of the others go, also. So the Council is certainly welcome to come out to those fairgrounds and have a couple of cheap beers and all the hot dogs that you can eat. It will be on October 21<sup>st</sup>.

Councilmember Melinda Nichols said that we are entering a time where we're going to be having closer scrutiny of apprenticeship programs: their operation, their expansion, their retention. People should be aware that that scrutiny will be applied to every single program that comes before the Council. It's very important that, if we raise the bar, that we raise the bar for every single program that's under our purview and that we make it very clear to people what they're required to do, regardless of whether they've got a program that's been around for fifty years or they have a program that's been around for two years. It's really important. I know that the Council is going to work very diligently on the issues of retention and on the issues of describing the qualities that are going to be needed in programs to expand geographically.

Councilmember Pete Crow, Chair, had one announcement. I'm going to replace Melinda Nichols on the Compliance Review and Retention Committee and place myself on it so we can balance the Committee a little better with labor and management. Anne Wetmore will be left as the token female.

Sherrie Williams, Boeing/IAM JATC. A point of clarification; there was one motion made earlier on the agenda Item 8 for our program. We actually had two issues that we were addressing yesterday. The revision under Section III, which we spoke at length on - we had addressed the two issues on the yellow sheet, pertaining to that revision. I thought that, to satisfaction of the Committee, we had addressed the two-year time period that our applicants actually can stay on in the eligibility pool indefinitely as long as they update. That was the one issue, if you look.

The second issue was the stated method of announcement to that population. We stated we do direct mailing also through registered mail, so we had addressed the two. And we agreed we'd forgo the OJT changes that we had requested to the mech and tech program. So there was one motion made that we come back in October. But there wasn't a motion made in regards to our expansion of the qualification standards to the laid-off members.

This will impact our ability to operate between now and October. It will because our time line to bring people back from layoff is 90 days, unfortunately. And we have to posture ourselves to do that. There's all sorts of things that we need to do and allocate funding to do. If we don't have that language approved here through your body, we're not going to be able to put that in motion.

Councilmember Melinda Nichols expressed that things were too chaotic. We can't have ten different things before us and think on the floor here. In the future, whoever your Apprenticeship Coordinator is, if there are issues that come up, they should get to you before we're on the floor, to try to get through these issues. And it would be great if you could see the yellow sheet more than five minutes before you get up to talk. If there's one part of this that needs to happen in order for you to do your business I would certainly be willing to support that with a motion.

Sherri Williams agreed with Councilmember Nichols.

Councilmember Al Link, having voted on the prevailing side, I'd like to make a motion to reconsider Item No. 8, the Boeing Joint Apprenticeship Committee request for revised standards.

It was **M/S/C** to reconsider Agenda Item No. 8, Boeing Joint Apprenticeship Committee revised standards.

It was **M/S/C** to recommend that we approve the request from the Boeing/IAM Joint Apprenticeship Committee for item III.A.3 and item III.A.2. The one is the stated method of announcement. And the other is the eligibility pool. The rest of these requested revisions will be forwarded back to sponsor to be taken care of at the October meeting.

**DATE AND LOCATION OF NEXT MEETING:**

OCTOBER 21 - 22, 2004

DAVENPORT HOTEL

SPOKANE WASHINGTON

**FUTURE MEETING SITES:**

JANUARY 2005	TUMWATER
APRIL 2005	CHELAN
JULY 2005	VANCOUVER
OCTOBER 2005	

**ADJOURNMENT AT 9:48 AM**